

CITY OF HAYWARD
BENEFIT SUMMARY - EFFECTIVE 02/24/2014

ITEM (Some provisions do not apply to P/T Employees. Consult MOU's.)	SEIU Local 1021	SEIU Local 1021	SEIU Local 1021	Local 21	HAME	Unrepresented	POA	Police Management	Local 1909	Fire Chiefs	Local 1909	SEIU Local 1021	Unrepresented
	CLERICAL - 100 (011)	MAINT - 300 (031)	CONF - 400 (041)	PROF & TECH ENG- 600 (061)	HAME - 700 (071)	UNREP (Incl. Police & Fire Chief) - 1100 (072)	POLICE - 500 (051)	POL MGMT - 800 (081)	FIRE - 200 (021)	FIRE CHIEFS - 1000 (073)	FIRE OFFICERS	SR. & LIB PAGES (Budgeted & work 20 hrs or more) - 100 (011)	ELECTED OFFICIAL - 1300
1. MAXIMUM MONTHLY MEDICAL CONTRIBUTION* (City contracts with CalPERS for Medical); please visit http://www.calpers.ca.gov/eip-docs/member/health/2014-health-info/rates/bay-area.pdf for plan costs													
PERS - One Party	\$649.60	\$649.60	\$649.60	\$935.83	\$764.24	\$687.82	\$836.59	\$6.43	\$836.59	\$836.59	\$836.59	\$280.00	\$611.39
PERS - Two Party	\$1,299.21	\$1,299.21	\$1,299.21	\$1,581.99	\$1,528.48	\$1,375.63	\$1,673.18	\$843.02	\$1,673.18	\$1,673.18	\$1,673.18		\$1,222.78
PERS - Three or More	\$1,688.97	\$1,688.97	\$1,688.97	\$1,931.07	\$1,987.02	\$1,788.32	\$2,175.13	\$1,156.86	\$2,175.13	\$1,987.02	\$1,987.02		\$1,589.62
MOU/Resolution	85% - 2nd Highest Plan (United Healthcare - Bay Area)	85% - 2nd Highest Plan (United Healthcare - Bay Area)	85% - 2nd Highest Plan (United Healthcare - Bay Area)	Kaiser (Add'l amounts for 1 & 2 party)	If hired before 4/1/12: \$764.24 If hired after 4/1/12: 1-party: \$687.82 2-party: \$1,375.63 3-plus: \$1,788.32 2nd Highest Plan (United Healthcare - Bay Area)*	90% United Healthcare - Bay Area at Enrollment Level	Blue Shield - Bay Area	See Side Letter for FY14 Provisions	Any Plan except PERSCare	2nd Highest Plan (United Healthcare - Bay Area)	2nd Highest Plan (United Healthcare - Bay Area)	Flat amount for medical, dental, vision and/or life insurance	80% Blue Shield - Bay Area at Enrollment Level
* City pays up to the max monthly contribution based on actual plan selection. Except for Prof & Tech Eng, there is no cash back for selecting a plan under the max monthly contribution amount. HAME and Unrep members hired or appointed after 4/1/12 will be eligible for an allowance up to 90% of health plan premiums for the 2nd Highest Plan (currently United Healthcare)													
2. MONTHLY ALTERNATIVE BENEFIT IN LIEU OF MEDICAL CONTRIBUTIONS													
One Party	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$150.00	\$75.00	\$150.00	\$668.63	\$150.00	\$150.00	NONE	NONE
Two Party	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	\$125.00	\$270.00	\$1,337.26	\$270.00	\$270.00		
Three or More	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$125.00	\$350.00	\$1,738.44	\$350.00	\$350.00		
3. RETIREE MEDICAL													
Retired	After 12/31/07	After 12/31/07	After 12/31/07	After 12/31/07			Hired after 5/1/2012	Hired into HPMU After 6/12/12					
Paid Directly to PERS	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	NONE	\$119.00
Reimbursed through A/P	<u>\$155.72</u>	<u>\$155.72</u>	<u>\$155.72</u>	<u>\$155.72</u>	<u>\$155.72</u>	<u>\$118.31</u>	<u>\$389.30</u>	<u>\$389.30</u>	<u>\$389.30</u>	<u>\$389.30</u>	<u>\$389.30</u>		<u>\$118.31</u>
Total Monthly Contribution	<u>\$274.72</u>	<u>\$274.72</u>	<u>\$274.72</u>	<u>\$274.72</u>	<u>\$274.72</u>	<u>\$237.31</u>	<u>\$508.30</u>	<u>\$508.30</u>	<u>\$508.30</u>	<u>\$508.30</u>	<u>\$508.30</u>		<u>\$237.31</u>
Retired	12/30/07 & Before	12/30/07 & Before	12/30/07 & Before	12/30/07 & Before			Hired before 05/01/12	Hired into HPMU 06/12/12 & Before					
Paid Directly to PERS	\$119.00	\$119.00	\$119.00	\$119.00			\$119.00	\$119.00					
Reimbursed through A/P	<u>\$107.01</u>	<u>\$107.01</u>	<u>\$107.01</u>	<u>\$107.01</u>			<u>\$549.63</u>	<u>\$549.63</u>					
Total Monthly Contribution	<u>\$226.01</u>	<u>\$226.01</u>	<u>\$226.01</u>	<u>\$226.01</u>			<u>\$668.63</u>	<u>\$668.63</u>					
EE contribution	\$44/pay period	\$33.50/pay period	\$44/pay period	\$35/pay period	\$52/pay period (effective 07/01/14)		1.0% (effective 07/01/14)						
Vesting*	10 yrs of City service- Effective 1/1/08	10 yrs of City service- Effective 1/1/08	10 yrs of City service- Effective 1/1/08	10 yrs of City service- Effective 1/1/08	10 yrs of City service- Effective 1/1/06	NONE	10 yrs of City service- Effective 7/1/04	10 yrs of City service- Effective 1/1/03	10 yrs of City service- Effective 1/1/04	NONE	NONE	N/A	NONE
*Clerical, Maint., Conf. - Current members who had 5 years of continous and regular employment with the City of Hayward as of 12/31/07 will be considered to have met the vesting requirement.													
*Prof &Tech Eng - Current members who had 5 years of continous and regular employment with the City of Hayward as of 7/1/08 will be considered to have met the vesting requirement.													
*Police - Vesting requirement does not apply to Industrial Disability Retirements.													

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	CLERICAL - 100 (011)	MAINT - 300 (031)	CONF - 400 (041)	PROF & TECH ENG- 600 (061)	HAME - 700 (071)	UNREP (Incl. Police & Fire Chief) - 1100 (072)	POLICE - 500 (051)	POL MGMT - 800 (081)	FIRE - 200 (021)	FIRE CHIEFS - 1000 (073)	FIRE OFFICERS	SR. & LIB PAGES (Budgeted & work 20 hrs or more) - 100 (011)	ELECTED OFFICIAL - 1300
4. DENTAL PLAN MONTHLY PREMIUM, CITY CONTRIBUTION LISTED UNDER MOU/RESOLUTION													
Delta Dental - Monthly Premium	EE only \$68.22 EE + 1 \$115.90 EE + Fam \$177.26	EE only \$68.22 EE + 1 \$115.90 EE + Fam \$177.26	EE only \$68.22 EE + 1 \$115.90 EE + Fam \$177.26	EE only \$71.24 EE + 1 \$121.10 EE + Fam \$185.20	EE only \$71.24 EE + 1 \$121.10 EE + Fam \$185.20	EE only \$71.24 EE + 1 \$121.10 EE + Fam \$185.20	EE only \$75.58 EE + 1 \$128.11 EE + Fam \$195.94	EE only \$71.24 EE + 1 \$121.10 EE + Fam \$185.20	EE only \$75.58 EE + 1 \$128.11 EE + Fam \$195.94	EE only \$71.24 EE + 1 \$121.10 EE + Fam \$185.20	EE only \$71.24 EE + 1 \$121.10 EE + Fam \$185.20	EE only \$68.22 EE + 1 \$115.90 EE + Fam \$177.26	EE only \$71.24 EE + 1 \$121.10 EE + Fam \$185.20
United Concordia - Monthly Premium	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40	EE Only \$25.20 EE + 1 \$63.40 EE + Fam \$63.40
MOU/Resolution	80% City paid	80% City paid	80% City paid	100% City paid	80% City paid	80% City paid	100% City paid	100% City paid	100% City paid	100% City paid	100% City paid	100% City paid	50% City paid
5. VISION PLAN MONTHLY PREMIUM, CITY CONTRIBUTIONS LISTED UNDER MOU/RESOLUTION													
Exams & Lenses	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months
Frames	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months	Every 12 months
Vision Service Plan (VSP) Monthly	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35	EE only \$6.95 EE + 1 \$14.52 EE + Fam \$25.35
MOU/Resolution	50% City paid	50% City paid	50% City paid	100% City paid	50% City paid	50% City paid	100% City paid	100% City paid	100% City paid	100% City paid	100% City paid	100% City paid	100% City paid
6. CITY PAID LIFE INSURANCE													
Coverage	\$50,000 FT & \$25,000 PT	\$50,000 FT & \$25,000 PT	\$50,000 FT & \$25,000 PT	\$50,000 FT & \$25,000 PT	1 X Annual Salary	1 X Annual Salary	NONE - Provided through POA	1 X Annual Salary	NONE - Provided through Local 1909	1 X Annual Salary	1 X Annual Salary	\$25,000	1 X Annual Salary
CIGNA - Monthly	\$5.00 FT & \$2.50 PT	\$5.00 FT & \$2.50 PT	\$5.00 FT & \$2.50 PT	\$5.00 FT & \$2.50 PT	.10 per \$1000/Annual Salary	.10 per \$1000/Annual Salary	N/A	.10 per \$1000/Annual Salary	N/A	.10 per \$1000/Annual Salary	.10 per \$1000/Annual Salary	\$2.50	.10 per \$1000/Annual Salary
7. SHORT TERM/LONG TERM DISABILITY INSURANCE													
City Provided Coverage	NONE - Covered by SDI	NONE - Covered by SDI	66 2/3 % of Salary	60% of Salary	66 2/3 % of Salary	66 2/3 % of Salary	NONE - Provided through POA	66 2/3 % of Salary	NONE - Provided through Local 1909	66 2/3 % of Salary	66 2/3 % of Salary	NONE	NONE
CIGNA - Monthly	N/A	N/A	\$0.577 per \$100 of covered payroll	\$0.25 per \$100 of covered payroll	\$0.577 per \$100 of covered payroll	\$0.577 per \$100 of covered payroll	N/A	\$0.577 per \$100 of covered payroll	N/A	\$0.577 per \$100 of covered payroll	\$0.577 per \$100 of covered payroll	N/A	N/A
8. STATE DISABILITY INSURANCE/PAID FAMILY LEAVE INSURANCE													
Coverage	Up to \$1,075/week	Up to \$1,075/week	NONE	Up to \$1,075/week	NONE	NONE	NONE	NONE	NONE	NONE	NONE	Up to \$1,075/week	NONE
EDD - Per Pay Period	1% X Salary, Max Withholding \$1,016.36 (Employee Paid)	1% X Salary, Max Withholding \$1,016.36 (Employee Paid)	N/A	1% X Salary, Max Withholding \$1,016.36 (Employee Paid)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1% X Salary, Max Withholding \$1,016.36 (Employee Paid)	N/A

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	CLERICAL - 100 (011)	MAINT - 300 (031)	CONF - 400 (041)	PROF & TECH ENG- 600 (061)	HAME - 700 (071)	UNREP (Incl. Police & Fire Chief) - 1100 (072)	POLICE - 500 (051)	POL MGMT - 800 (081)	FIRE - 200 (021)	FIRE CHIEFS - 1000 (073)	FIRE OFFICERS	SR. & LIB PAGES (Budgeted & work 20 hrs or more) - 100 (011)	ELECTED OFFICIAL - 1300
9. CITY PROVIDED EMPLOYEE ASSISTANCE PROGRAM													
# of Sessions	10	10	10	7	10	10	20	20	7	7	7	10	NONE
Holman Group - Monthly	\$6.78	\$6.78	\$6.78	\$5.46	\$6.78	\$6.78	\$5.46	\$5.46	\$5.46	\$5.46	\$5.46	\$6.78	N/A
10a. RETIREMENT - PERS ("Classic" Members)													
Formula	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55	3% @ 50	3% @ 50	3% @ 50	3% @ 50	3% @ 50	2.5% @ 55	2.5% @ 55, if elected to participate
Employer Rate - Eff 07/01/13	19.658%	19.658%	19.658%	19.658%	19.658%	19.658%	26.566%	26.566%	26.786%	26.786%	26.786%	19.658%	19.658%
Employee Rate	8.000%	8.000%	8.000%	8.000%	8.000%	8.000%	9.000%	4.000%	9.000%	4.500%	4.500%	8.000%	8.000%
Employee Rate	8.000%	8.000%	8.000%	8.000%	8.000%	8.000%	9.000%	4.000%	9.000%	4.500%	4.500%	8.000%	8.000%
Employee Rate Paid by City (EPMC)	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	5.000%	0.000%	4.500%	4.500%	0.000%	0.000%
Employee Paid Employer Rate	0.000%	0.000%	0.000%	0.000%	0.000%	* Police Chief - See Police Mgmt *Fire Chief - See Fire Chiefs	8.620%	8.620%	6.000%	6.000%	6.000%	0.000%	0.000%
10b. RETIREMENT - PERS ("New" Members)													
Formula - new member (01/01/13)	2.0% @ 62	2.0% @ 62	2.0% @ 62	2.0% @ 62	2.0% @ 62	2.0% @ 62	2.7% @ 57	2.7% @ 57	2.7% @ 57	2.7% @ 57	2.7% @ 57	2.0% @ 62	2.0% @ 62, if elected to participate
Employer Rate - Eff 07/01/2013	19.658%	19.658%	19.658%	17.908%	17.908%	17.908%	30.316%	30.316%	29.687%	29.687%	29.687%	19.658%	17.908%
Employee Rate	6.250%	6.250%	6.250%	8.000%	8.000%	8.000%	9.000%	4.000%	11.250%	11.250%	11.250%	6.250%	8.000%
Employee Rate Paid by City (EPMC)	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	5.000%	0.000%	0.000%	0.000%	0.000%	0.000%
Employee Paid Employer Rate	0.000%	0.000%	0.000%	0.000%	0.000%	* Police Chief - See Police Mgmt *Fire Chief - See Fire Chiefs	8.620%	8.620%	3.750%	3.750%	3.750%	0.000%	0.000%
11. MEDICARE - Hired After 3/31/86													
Medicare - Per Pay Period	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)	1.45% X Salary (Employee & City Paid)
*Effective 1/1/13, an additional Medicare Tax of 0.9% is applicable to wages and compensation received in excess of: Married filing joint - \$250,000; Married filing separately - \$125,000; Single/Head of Household/Qualifying widow(er) - \$200,000													

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	CLERICAL - 100 (011)	MAINT - 300 (031)	CONF - 400 (041)	PROF & TECH ENG- 600 (061)	HAME - 700 (071)	UNREP (Incl. Police & Fire Chief) - 1100 (072)	POLICE - 500 (051)	POL MGMT - 800 (081)	FIRE - 200 (021)	FIRE CHIEFS - 1000 (073)	FIRE OFFICERS	SR. & LIB PAGES (Budgeted & work 20 hrs or more) - 100 (011)	ELECTED OFFICIAL - 1300
12. DEFERRED COMPENSATION (GREAT WEST - 457)													
Employer Contribution - Annual	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE
13. EDUCATIONAL REIMBURSEMENT													
Annual - Subject to MOU Restrictions & Limit	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	NONE	\$750	NONE	NONE	NONE	NONE	NONE
14. HOLIDAYS													
Annual - Total Days	14.5	14.5	14.5	14.5	14.5	14.5	14	14	(40 hrs) 14	14	14	58 hours	NONE
Christmas Eve - Hours	8	8	8	8	8	8	4	0	4	4	4		
New Year's Eve - Hours	4	4	4	4	4	4	4	0	4	4	4		
14. HOLIDAY PAY													
Per Pay Period	NONE	NONE	NONE	NONE	NONE	NONE	(40 hrs) 6.73 % X Salary	(40 hrs) 6.73 % X Salary	(56 hrs) 5.77 % X Salary	(56 hrs) 5.77 % X Salary	(56 hrs) 5.77 % X Salary	NONE	NONE
15. VACATION LEAVE ACCRUALS													
Annual	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10-19 yrs - 160 hrs 20 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs	(40 hrs) 1st yr - 100 hrs 5-14 yrs - 160 hrs 15 yrs+ - 200 hrs (56 hrs) 1st yr - 169 hrs 5-14 yrs - 240 hrs 15 yrs+ - 300 hrs	(40 hrs) 1st yr - 100 hrs 5-14 yrs - 160 hrs 15 yrs+ - 200 hrs (56 hrs) 1st yr - 100 hrs 5-14 yrs - 160 hrs 15 yrs+ - 200 hrs	(40 hrs) 1st yr - 100 hrs 5-14 yrs - 160 hrs 15 yrs+ - 200 hrs (56 hrs) 1st yr - 100 hrs 5-14 yrs - 160 hrs 15 yrs+ - 200 hrs	1st yr - 80 hrs 5-9 yrs -120 hrs 10 yrs+ -160 hrs 20 yrs+ - 200 hrs * Prorated based on actual hrs worked	NONE
16. SICK LEAVE ACCRUALS													
Annual	96 hrs	96 hrs	96 hrs	96 hrs	96 hrs	96 hrs	96 hrs	96 hrs	(40 hrs) - 103 hrs (56 hrs) - 144 hrs	(40 hrs) - 103 hrs (56 hrs) - 144 hrs	(40 hrs) - 103 hrs (56 hrs) - 144 hrs	96 hrs *Prorated based on hrs worked	NONE
Max Accumulation	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	N/A
Separation Payoff*	1% X # City service years X Payrate	1% X # City service years X Payrate	1% X # City service years X Payrate	1% X # City service years X Payrate	1% X # City service years X Payrate	1% X # City service years X Payrate	Varies - 0% - 1.5% X City service years X Payrate	Varies - 0% - 1.5% X City service years X Payrate	1% X # City service years X Payrate	1% X # City service years X Payrate	1% X # City service years X Payrate	1% X # City service years X Payrate	N/A
*Employee must leave in good standing. Also, employee must have 20 yrs of City service at time of separation or separate due to retirement or death. HAME and Unrepresented employees hired after 4/1/2012 are not eligible for sick leave payout upon separation.													

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17. UNIFORM ALLOWANCE													
Annual	\$275	\$175 - Safety Shoes	NONE	\$275 - Police ID Spec \$200 - Safety Shoes \$125 - Prescription Safety Glasses	\$195 - Safety Shoes	\$480 - Fire Chief \$440 - Police Chief	\$440	\$440	\$430 (paid on a per pay period basis)	\$480 (paid on a per pay period basis)	\$480 (paid on a per pay period basis)	NONE	NONE
18. EDUCATIONAL INCENTIVE													
Per Pay Period	NONE	NONE	NONE	NONE	NONE	NONE	2.5% - 50 hrs approved study (or equiv (3 sem/4 qtr) 2.5% - POST Intern 5.0% POST Adv 7.5% max @ 10 yrs	2.5% - 50 hrs approved study (or equiv (3 sem/4 qtr) 2.5% - POST Intern 5.0% POST Adv 7.5% max @ 10 yrs	2.5% - AA 5.0% - BA 7.5% perm @ 10 yrs	2.5% - AA 5.0% - BA 7.5% perm @ 10 yrs	2.5% - AA 5.0% - BA 7.5% perm @ 10 yrs	NONE	NONE